



To: Joel D. Boyd, Ed.D Superintendent
From: Latifah Phillips, Chief Equity and Engagement Officer
Date: January 13, 2022
Re: December Incidents Report

During the month of December 2022, 58 incidents were reported using the online reporting system, and 53 investigations were completed for these incidents and uploaded into the database during this timeframe. A synopsis of the investigation findings and administered consequences has been included in this presentation. During the month of December 2022, the completed investigations took an average of 0.89 school days to launch an investigation and an average of 1.7 school days to complete.

We are continuing to work with community partners to develop trainings for investigators which will address bias and restorative practices. We are also continuing to collaborate with community partners, members of our Anti-racism Coalition and the Lowell Student Advisory Council in identifying strategies for continued improvement that a) inform our understanding of the experience of the reporter and/or target throughout the investigation process b) assist us in identifying/implementing practices surrounding the restoration of safe and welcoming learning environments.